

# Naval Manpower, Personnel and Training (MPT) Information Exchange

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Provided to Navy Workforce Research & Analysis Conference

**31 March 2003**

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**Manpower and Personnel Team Leader**

**OPNAV (N81) - Assessment Division**



# Exchange Definition

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The Naval Manpower, Personnel and Training (MPT) Exchange is an effective method for bringing together the MPT studies community of interest and enabling its members to exchange information and knowledge to benefit the MPT policy and program functions of the Department of the Navy (DoN).



# Exchange Purposes

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- Improve productivity and effectiveness by optimizing access to Naval-related MPT studies, information and knowledge
- Improve synergy and effective development of MPT policies and programs by enabling collaboration across the community of interest
- Enable identification of gaps or redundancies in a particular area
- In the long run, provide an overview of Navy's investment in MPT studies



# Community of Interest

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- Who
  - Action officers
  - Analysts/researchers
  - Executives
- Working where
  - Inside the Navy or DoD
  - Elsewhere in the government
  - In industry
  - In academia



# Types of Information & Knowledge

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- Information about studies – References to MPT studies
- Study contents – Including approach, findings, and recommendations
- Information on recommendations adopted – Often found in decision briefs
- Program evaluation results – What happened as a result of adopting the recommendations
- Subject matter coverage of the body of MPT studies – Gaps and redundancies
- Visibility into the financial investment made in this area



# Technology

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- Hosting - SECNAV Portal
- Software - Plumtree
- Firewall - Accessible from outside firewall
- Contemporary but affordable technology platform and tools

Portal: Communities - Microsoft Internet Explorer

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WELCOME TO THE HOME COMMUNITY! PAGES: NEWS & NOTICES | ANNOUNCEMENTS

eBoard

Currently on the eBoard...

[Emergency Escape Hood Training](#)

[Federal Government Operating Status](#)

Selected Folders

- AAUSN Business Applications
- Force Protection Town Hall Meeting
- DoD Telephone Directories
- Ethics Guidance
- General Messages - Navy-Marine Corps
- External Resources - Links
- Directives and Instructions - SECNAV
- Training
- Policies
- Forms
- Current Vacancies

News and Information


Current Early Bird

- February 27, 2003
- February 26, 2003
- February 25, 2003

CHINFO Clips

- February 27th Issue
- February 26th Issue
- February 25th Issue

Daily Photo from Navy NewsStand



[Sealift vehicles belonging to the U.S. Navy and U.S. Army sit together pier side under the watchful eye of both the U.S. and Kuwaiti harbor patrol.](#)

[Photo Gallery](#)

030225-N-1050K-001 Camp Patriot, Kuwait -- Sealift vehicles belonging to the U.S. Navy and U.S. Army sit together pier side under the watchful eye of both the U.S. and Kuwaiti harbor patrol. From left, the Navy's Joint Venture (HSV-X1) and the Army's Spearhead (TSV-1X) are high-speed catamarans designed and built by Australian shipbuilders. The joint-service vessel design was coordinated by the Navy's Warfare Development Command in close partnership with elements of the Army, Navy, Marine Corps and Coast Guard. The vessel's impressive speed can move troops and equipment into a theater of operations quicker than currently used military transport vehicles. The ability to carry such loads is a considerable savings in both time and money when compared to using military and commercial aircraft. Operation Enduring Freedom is the first time the craft have been deployed together in support of military operations. U.S. Navy photo by Journalist 1st Class Joseph Krypel. (RELEASED)

Selected Publications

[Announcements](#)

- [HRSC-NW Training Highlights for MARCH 2003](#)
- [Sending Naval Messages after NMCI transition](#)
- [EBIS](#)
- [Problems with Public Folders](#)
- [Brookings Institution Maastricht Seminar](#)
- [Department of the Navy New Geographic Locations](#)
- [Pentagon Force Protection Videos on SECNAV Information Portal](#)
- [Success Over Stress - Feb 27](#)

[Top Stories \(Navy Newsstand\)](#)

- [CNO Thanks American People, Congress for Their Support](#)
- [Search Ends for USS Monterey Sailor Lost at Sea](#)

[World News](#)

China, Russia press U.S. on NKorea, accused of firing up extra fleet (2)

Internet

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| MPT EXCHANGE | NEWS        | SEARCH TOOLS | TRAINING |      |        |

WELCOME TO THE MPT EXCHANGE COMMUNITY! PAGES: INFORMATION EXCHANGE | MPT DISCUSSIONS | INSTRUCTIONS (FAQS) | MEMBERSHIP LIST

### Profile

Profile EDIT X



NAVY

This exchange exists to create and sustain a community of interest on the subject of studies and other knowledge relevant to Navy manpower, personnel and training (MPT) issues. It provides access to a variety of electronically available references, studies, and other types of information, as well as an opportunity to find expertise and discuss MPT issues with fellow community colleagues. For instructions on site use, see the FAQs. [Note: see the "MPT Exchange" tab for the Instructions / FAQ link]

[Directory of Expertise](#) - listing of MPT experts.


[MPT Discussion Group](#) - Join the forum to discuss Manpower, Personnel, and Training topics

### Selected Links

Selected Links EDIT X

**MPT Exchange Links:**

Click here to view useful links...

 [Contact this Community's Manager](#)

### Selected Folders



Selected Folders EDIT X

- MPT Information Exchange
- Personnel
- Manpower
- Researcher Resources

### Selected Publications


Selected Publications EDIT X

**MPT News**

-  [CNO Thanks American People, Congress for Their Support](#)
-  [Kmart: Has Evidence to Sue Former CEO](#)




### Current Briefings

Current Briefings

-  [Briefing Slides MPT Studies Community of Interest Information Exchange](#)


### Current Conference Programs & Proceedings

Current Conference Programs & Proceedings

-  [Second Annual Navy Manpower, Personnel and Training \(MPT\) Research and Analysis Conference](#)
-  [Inter-University Seminar on Armed Forces and Society](#)
-  [CNAC Annual Conference: Transforming Defense: A Current Assessment and the Road Ahead](#)




### Current R&D Program Plans

Current R&D Program Plans

-  [R&D project summaries \(FY 2002\) - Naval Air Warfare Center Training Systems Division](#)



### Ongoing MPT Research

Ongoing MPT Research

-  [CNA: Monthly Progress Report: Navy Edition July 2002](#)
-  [CNA: Monthly Progress Report: Navy Edition August 2002](#)
-  [CNA: Workforce, Education and Training monthly status report -- September 2002](#)



### Selected Readings (Manpower)

Selected Readings (Manpower)

-  [Outside the Fleet: External Requirements for Naval Officers](#)
-  [Cost Of Manpower Estimating Tool \(COMET\)](#)

### Selected Readings (Personnel)

Selected Readings (Personnel)

-  [Force Health Protection \(FHP\)](#)
-  [The Warrant Officer Ranks: Adding Flexibility to Military Personnel Management](#)

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## MPT Information Exchange

Members: 11, Threads: 10, Posts: 17  
The time now is 03:18 PM.

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| Forum   | Posts | Threads | Last Post                               | Moderator |
|---|-------|---------|---|-----------|
| <b>MPT Discussion Groups</b><br>These forums are intended for MPT related discussions.                                  |       |         |   |           |
| <b>Manpower</b><br>Forum for Manpower related discussions.  | 1     | 1       | 01-30-2003 03:23 PM<br>by <b>areyes</b> |           |
| <b>Personnel</b><br>Forum for Personnel related discussions.  | 8     | 1       | 02-24-2003 05:10 PM<br>by <b>areyes</b> |           |
| <b>Training</b><br>Forum for Training related discussions.  | 6     | 6       | 12-06-2002 04:32 PM<br>by <b>areyes</b> |           |
| <b>Currently Active Users: 1</b><br>There are currently 1 members and 0 guests on the boards.<br><a href="#">areyes</a> |       |         |   |           |

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## MPT Information Exchange > Personnel

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| Thread  | Thread Starter                  | Replies | Views | Rating | Last Post                        |
|---|---------------------------------|---------|-------|--------|----------------------------------|
| <a href="#">Selective Reenlistment Bonuses and Enlistment Bonuses</a> | <a href="#">T.Smith(N132D1)</a> | 7       | 39    |        | 02-24-2003 05:10 PM<br>by areyes |

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| You <b>may</b> post attachments | Smilies are <b>ON</b>    |
| You <b>may</b> edit your posts  | [IMG] code is <b>OFF</b> |

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**MPT Information Exchange > Personnel > Selective Reenlistment Bonuses and Enlistment Bonuses**

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| Author   | Thread  |
|--|---|
| <b>T.Smith(N132D1)</b><br>Junior Member<br><br>Registered: Dec 2002<br>Location:<br>Posts: 2 | <div> <a href="#">new thread</a> <a href="#">post reply</a> </div> <p><b>Selective Reenlistment Bonuses and Enlistment Bonuses</b></p> <p>I was just looking at Scott Chapman's Compensation IWAR Brief that is posted on the exchange and saw he did some interesting work on the relationship between Selective Reenlistment Bonuses and Enlistment Bonuses. The GAO just released a very negative report of an audit they did on our SRB accounts. The Associated Press &amp; L.A. Times picked up the report and ran a front page story on it this morning. Essentially, we overspent the SRB budget in 2001 by \$240 Million getting wrapped in all the good retention news. We violated not only federal regs, but even the guidance we established for ourselves with OSD. CNP is furious, and I've been tasked with trying to find out how to fix this! The Compensation Managers in N130 are all new, so they can't help with this.</p> <p>Can anyone shed more light on this? Scott, I could especially use your help.</p> <p>Tom</p> <p><a href="#">Report this post to a moderator</a>   IP: <a href="#">Logged</a></p> |

12-02-2002 03:08 PM [profile](#) [search](#) [buddy](#) [edit](#) [quote](#)

|  |   |
|--|---|
| <b>S.Chapman-N813R</b><br>Junior Member<br><br>Registered: Dec 2002<br>Location:<br>Posts: 2 | <p>Tom, I sure am glad I'm not you this morning! As you know, after the terrible retention and recruiting experiences of '98 and '99, CNO came into office and made Manpower his #1 priority. Every CO and XO in the fleet knew their FITREP hinged on the quarterly retention SITREP they sent to the Battle Group Commander. The main tool everyone used to get retention numbers up was SRB! I believe that retention, like Tip O'Neil said about politics, is "all local," but as long as N1 was paying SRB, leaders were pushing it and Sailors were taking it. The feeling was that all Sailors are the same and should all be paid a bonus. No one had the time, tools, or expertise to determine ROI on these bonuses. We paid SRB to Boatswain's Mates as a reward for reenlisting. The modeling tools Community Managers had to determine who should get SRB (such as ROGER, SKIPPER) were so old, N1 defaulted to a "scorched earth" policy of paying everyone. Of course, some got more than others, and rightly so... many deserved it (Nukes, Electronics types, IT specialists, etc.) All that being said, we in N81 saw the amount being spent. For example, SRB has shown a sizeable rise from \$141M in FY-96 to \$360M in FY-03, with "steady growth" noticed throughout the "lean" retention years of FYs 98-01. Also, the EB budget this year is 12 times larger than it was in 1996! We decided the Community Managers could use a tool to help balance the spending of the two pays, or at least try to spend the two of</p> |
|--|---|

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- Community Files**
  - [Publications](#)
- Education and Training**
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  - [Personnel accessions, Personnel assignment, Personnel classification, Personnel selection, Reenlistment data](#)
- Skills**
  - [Basic Skills, Military Skills, Occupational Skills, Personal Improvement / Social Skills, Skill Classes](#)
- Task / System Analysis**

**Documents in "MPT Information Exchange" (1 - 4 of 4)**

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Folder Search

1. SECNAV Catalog : Functional Communities : MPT Information Exchange : Human Resources Management : Attrition

Document Search (1 - 19 out of 726) More >>

1. The Role of Personality Type on Minority Attrition at the US Naval Academy  
The attrition rate at the Naval Academy is higher for minority vs. not ... Last Modified: 1/21/2003 7:20:00 PM Properties...

2. GAO-02-591 AIR TRAFFIC CONTROL FAA Needs to Better Prepare for Impending Wave of Controller Attrition Updated!  
to Better Prepare for Impending Wave of Controller Attrition ... Last Modified: 2/26/2003 11:50:00 PM Properties...

3. First-Term Attrition in the Marine Corps  
This research memorandum provides an overview of first-term attrition in the Marine Corps. It discusses trends in attrition, the ... Last Modified: 1/19/2003 9:10:00 AM Properties...

4. Attrition Reenlistment Report End of FY-02  
Attrition Reenlistment Report End of FY-02 ... Last Modified: 1/23/2003 9:50:00 PM Properties...

5. Bootcamp Attrition Rates: Predictions For FY 1999  
This briefing examines bootcamp attrition, including predictions for FY99 rates, subsequent fleet attrition, and ... Last Modified: 1/19/2003 9:10:00 AM Properties...

6. Analysis of Early Military Attrition Behavior  
services fail to complete their enlistment terms. The period of highest attrition rate occurs during the first six months of service when over 10 percent of ... Last Modified: 1/19/2003 9:50:00 AM Properties...

7. MCRD Attrition and Comparisons with the Navy  
This briefing examines bootcamp attrition in the Navy and the Marine Corps, comparing recent attrition rates ... Last Modified: 1/19/2003 9:10:00 AM Properties...

8. NSIAD-91-135 Reserve Components: Factors Related to Personnel Attrition in the Selected Reserve  
Reserve to determine the extent, causes, and effects of personnel attrition. GAO also identified military, economic, and environmental factors ... Last Modified: 1/21/2003 5:00:00 PM Properties...

9. CNA Navy Attrition and Reenlistment Report  
CNO Navy Attrition and Reenlistment Report End of FY02 ... Last Modified: 1/23/2003 9:50:00 PM Properties...

10. Factors Associated with Navy First-Term Attrition Losses: Female Accessions in FY 1983 Through FY 1985  
This research memorandum examines first-term attrition for female recruits accessed in the FY 1983 through FY 1985 period ... Last Modified: 1/19/2003 9:10:00 AM Properties...

11. Factors Associated with Navy First-Term Attrition Losses: Female Accessions in FY 1983 Through FY 1985 (2)

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Resource Descriptions


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 **Air Force Human Resources Laboratory (AFHRL)**  
Using science and leading edge technology to train warriors; define human capabilities, vulnerabilities, and effectiveness; integrate operators and weapons systems; protect Air Force people; and sustain aerospace operations. Areas of investigation... [Properties...](#)


 **Air Force Institute of Technology (AFIT)**  
The Air Force's graduate school and its premier professional continuing education institution. Offers graduate programs in scientific, technical, and management education applicable to the Air Force, DoD, and civilian R&D environments. Prepares its... [Properties...](#)


 **Air University**  
As home of Air Force professional military education, it conducts professional military, graduate, and continuing education to prepare Air Force personnel for leadership, command, staff and management responsibilities. Its mission is to educate Air... [Properties...](#)


 **American Psychological Association (APA): Division 19 - Military Psychology**  
Encourages the application of psychological research to military problems. Members are military psychologists who serve in diverse settings including research activities, management, providing mental health services, teaching, consulting, work with... [Properties...](#)

 **American Society for Public Administration (ASPA)**  
American Society for Public Administration (ASPA) [Properties...](#)

 **Army Research Institute (ARI) Updated!**  
As the Army's institute for the behavioral and social sciences, it is the Army's laboratory for personnel performance and training research. Investigations are conducted in the broad areas of personnel, leadership, training, and organizational... [Properties...](#)

 **Army War College**  
An educational institution within the Army that offers a variety of educational programs and also has several outreach and research institutes. [Properties...](#)

 **Center for Creative Leadership (CCL)**  
With the mission to advance the understanding, practice and development of leadership for the benefit of society worldwide, it conducts relevant research and educational programs. Having a mandate to share their knowledge, CCL makes material... [Properties...](#)

 **Center for Naval Analyses (CNA) Updated!**

Internet





# Next Steps

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- Improve electronic search function
- Establish working relationships with material source institutions
- Benchmark quality web sites and set standards
- Add and refine selected materials
- Eventually provide FOUO materials to authorized members
- Systematically evaluate and improve the exchange



# Evaluation Plan

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- Formal announcement of exchange
  - March 31 - April 1, 2003 at CNA MPT Symposium
- Testing program
  - May - August 2003
  - Concurrent beta testing and operational testing
  - Selected group of 40 beta test members
  - Additional members for operational test





# Staffing & Maintenance

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- Assignment of Community of Interest manager
- Role filled by multi-functional team
- Dealing with community membership
- Interfacing with SECNAV portal and technical maintenance
- Updating links, posting materials, and scanning



# Institutional Roles

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- Initial development - OPNAV (N81)
- Continued development and testing - Steering Group of ASN (M&RA), N81, N1
- Institutionalization - OPNAV (N1)
  - Possible roles for NPRST, NPS



# Questions?

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- **LCDR Lisa Truesdale, USN**  
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- **CDR Scott Chapman, USN**  
**OPNAV - N81 (Assessment Division)**  
**[scott.chapman@navy.mil](mailto:scott.chapman@navy.mil)**  
**(703) 693-9130**



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# Backup Slides



# Taxonomy

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- MATRIS taxonomy was chosen
- First two levels were used
- MATRIS continually updates its taxonomic structure



# **Legal Issues Regarding Intellectual Property: Copyright**

- Review by Counsel required prior to posting material
- Impediments to favorable legal review
  - Ambiguous legal code
  - Availability of old contracts
  - Type of access authorized in contract
  - Adversarial relationship with copyright holder
- Strategy pursued should be based on long term vision for the exchange



# Legal Issues Regarding Access & Contribution

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- National security considerations dictate strict controls on who has access to what
  - Level of member's access must meet distribution limitation imposed
  - Community of interest manager has responsibility to ensure these controls are observed
- DoD policy with respect to contributing materials has varied
  - All R&D funded TRs must be submitted to DTIC
  - Submittal of summaries of ongoing research is currently voluntary



# Challenges

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- Electronic search and retrieval
- Legal and regulatory
- Institutional
- Social